

Speaking Points

Joe Czajka

Reduced budgets, fewer staff, and separation of our senior staff from state service strains our ability and effort to deliver quality selection service to our appointing authorities. In addition, as the Civil Service Reform Commission moves forward, we are challenged with having in place today an infrastructure of well-qualified HR professionals and resources to meet the demands of tomorrow. Success in this environment, as outlined by Jeff, requires strong strategic partnerships among members of the State's HR community.

We need to explore ways of pooling resources and fostering interdependence among agencies. Some examples include:

- DOC's request to partner with other State agencies to further the process of streamlining and automating all HR functions
- At the last WSC Forum HR professionals decided to form working groups to share best practices and explore alternative selection tools

Workforce and Staffing Consultants (WSC) will continue to take steps to encourage building strategic partnerships. Some of these actions include:

- Creating a Directory of Resources – Who to call when you need help or a second opinion among agency personnel
- Encouraging the inclusion of appointing authorities as reviewers and raters
- Providing training for agency staff on selection processes and tools
- Sharing of best practices
- Encouraging the use of alternative "selection" processes like the search committee approach used in higher ed

Jeff has also authorized the formation of a panel of HR professionals and DHR staff. The panel will look at:

- The State HR certification process
- Issues that impede or enhance or ability to hire well qualified employees
- Building a strong community of well qualified HR professional

If you are interested in serving on the panel please contact joe.czajka@state.co.us or cristina.valencia@state.co.us.